



division of
**Human Resource
Management**

MARKET ANALYSIS

John Barrand

Director, Human Resource Division

Mysti Miskimins

HR Director, Total Rewards

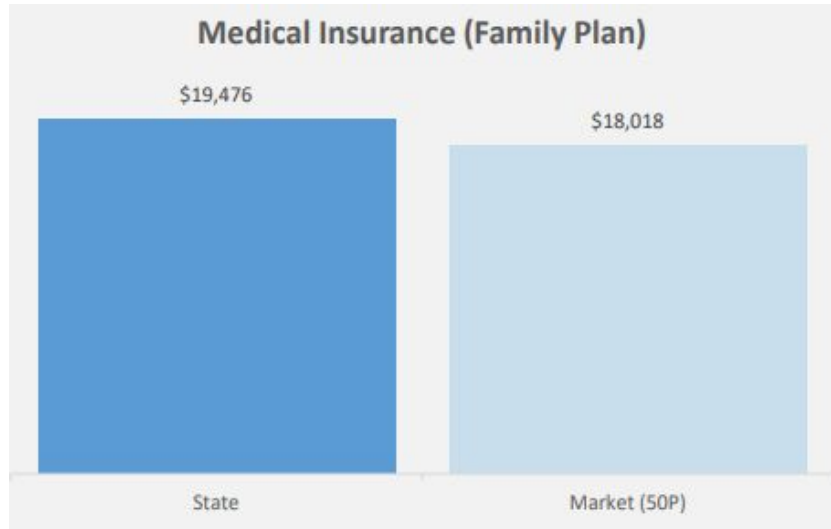
June 14, 2022

Salary Analysis

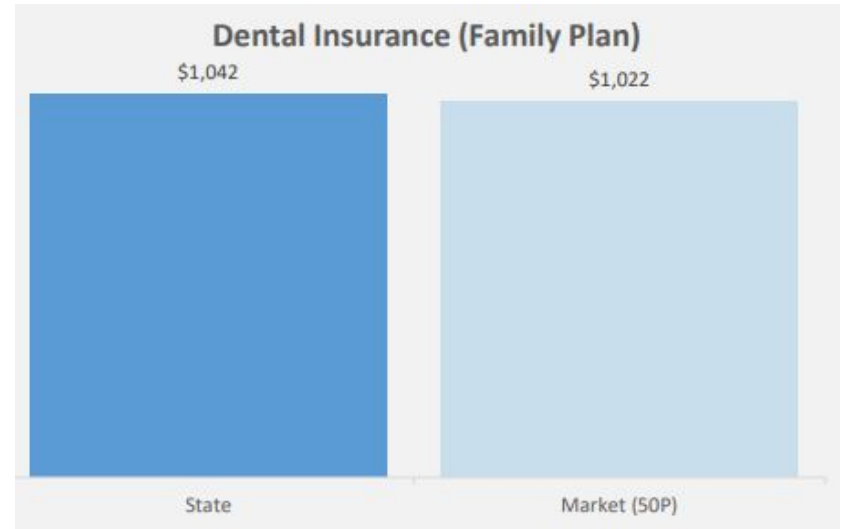
- **Gallagher 2021 Survey Results**
 - Base salary results show the State's average annual salary falling 14.4% below market
- **Other surveys utilized**
 - NCASG, TechNet, ERI, and WMG



Benefits: HealthCare



State Contribution above average surveyed by 8.1%



State Contribution above average surveyed by 2%



Benefits: Retirement

Retirement Benefits - Annual Employer Contribution (\$) to Premium

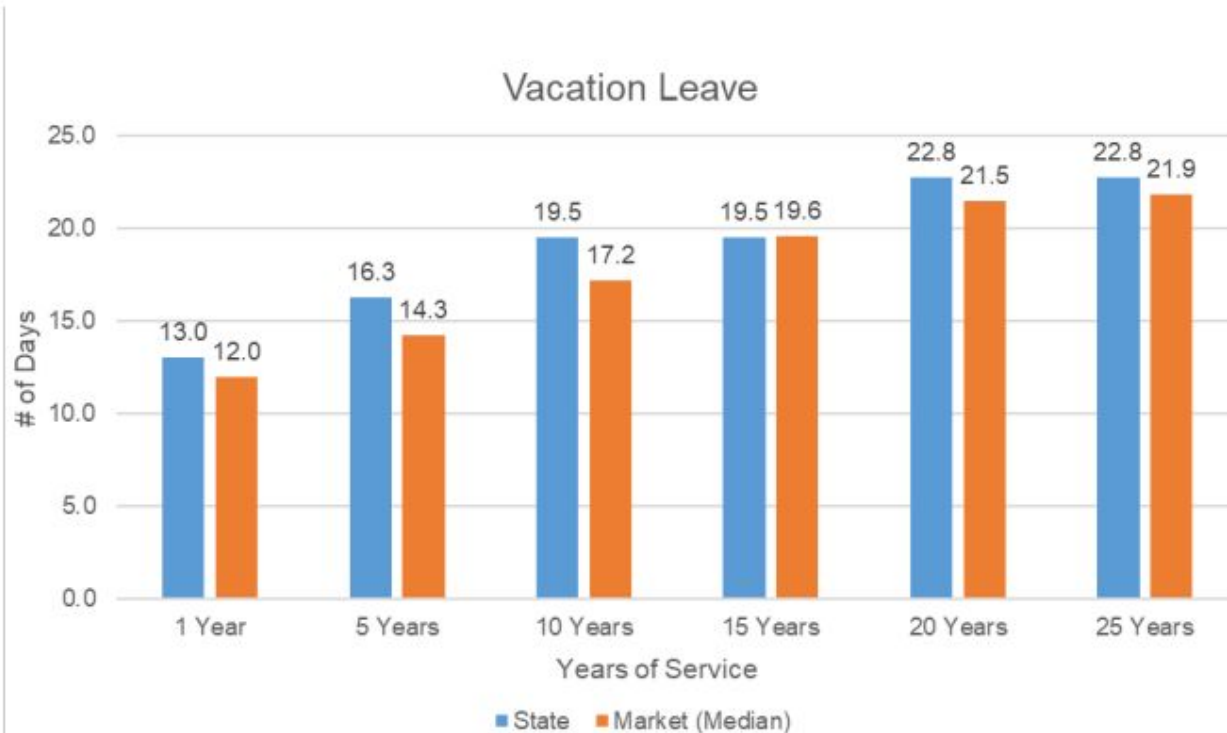
	Market Competitiveness						
Employer Retirement Contributions (Defined Benefit + Defined Contribution)	<ul style="list-style-type: none">State retirement contribution is calculated based on an Employee Retirement Benefit of 13.75% of base salary plus a 401k employer match of \$26/pay period for Tier 1 employees and 10.0% of base salary plus a 401k employer match of \$26/pay period for Tier 2 employees.State retirement contributions for Tier 1 are highly competitive with the Utah market average and slightly trail the market for Tier 2 employees.						
	<table><tr><th>Employer Retirement Contribution (DB + DC)</th><th>State</th><th>Market Avg.</th></tr><tr><td>Employer Retirement Contribution</td><td>Tier 1: 13.75% + \$26/period Tier 2: 10.00% + \$26/period</td><td>13.6%</td></tr></table>	Employer Retirement Contribution (DB + DC)	State	Market Avg.	Employer Retirement Contribution	Tier 1: 13.75% + \$26/period Tier 2: 10.00% + \$26/period	13.6%
	Employer Retirement Contribution (DB + DC)	State	Market Avg.				
Employer Retirement Contribution	Tier 1: 13.75% + \$26/period Tier 2: 10.00% + \$26/period	13.6%					



*Taken from Gallagher data 2021

Benefits: Leave

- ▶ **State is highly competitive with vacation leave**

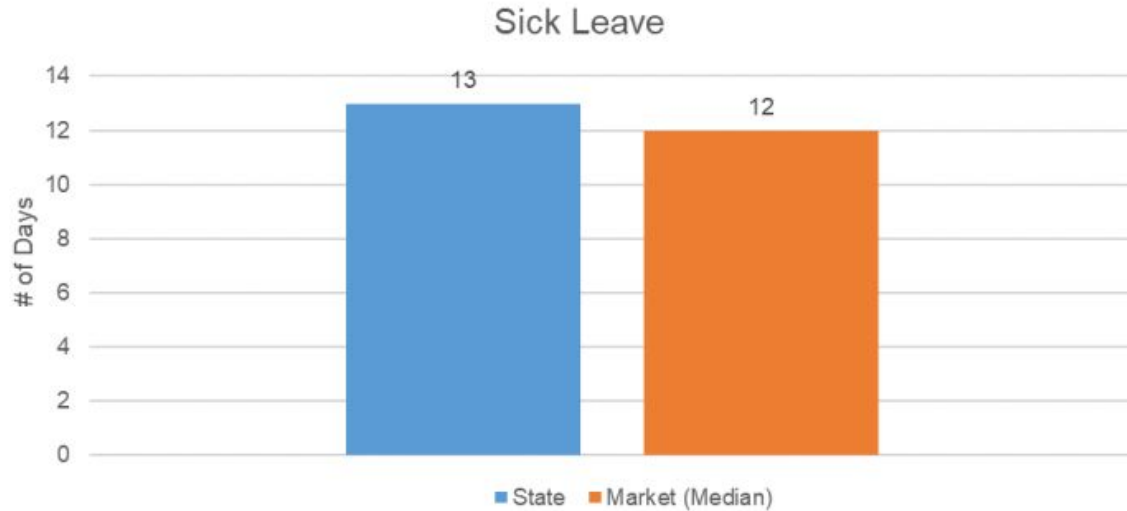


*Taken from Gallagher data 2021



Benefits: Sick Leave

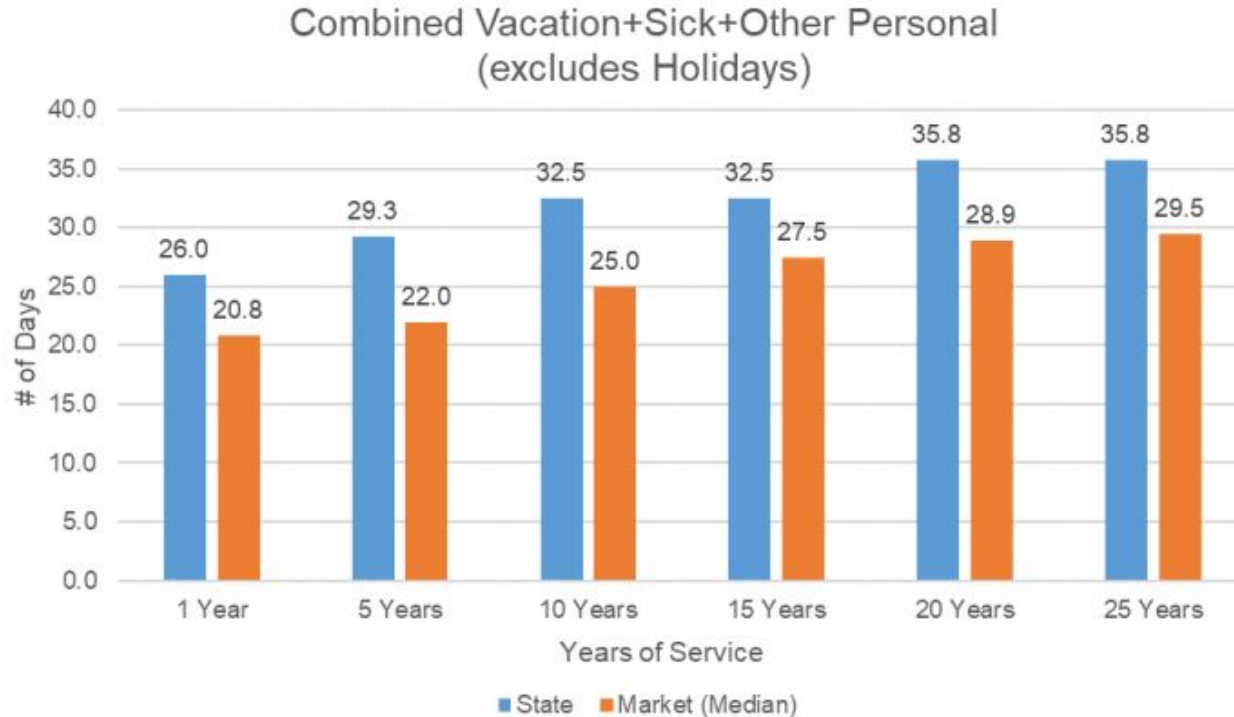
- ▶ **State leads the market in sick leave**



*Taken from Gallagher data 2021

Benefits: Combined Leave

- ▶ **State leads the market when compared to all PTO programs**

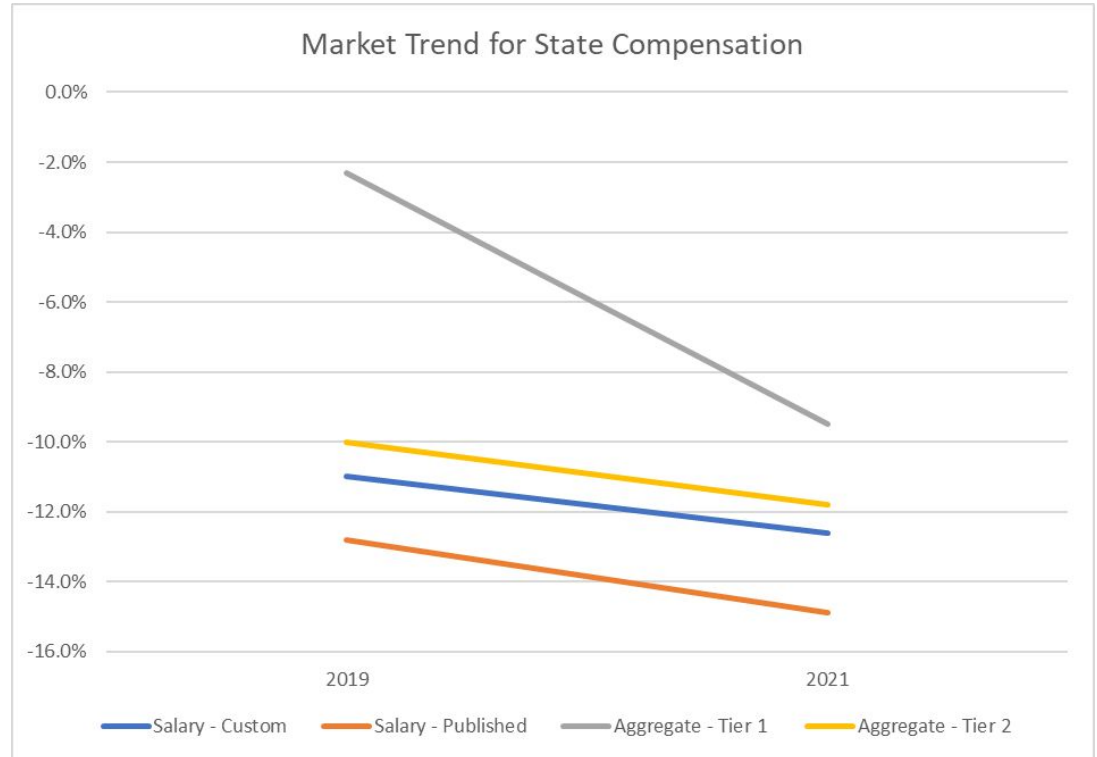


*Taken from Gallagher data 2021



2019 vs. 2021

Trend		
	2019	2021
Salary - Custom	-11.0%	-12.6%
Salary - Published	-12.8%	-14.9%
Aggregate - Tier 1	-2.3%	-9.5%
Aggregate - Tier 2	-10.0%	-11.8%



Questions?

